



FEBRUARY 26 - 27, 2026 | THE TESS, AUTOGRAPH COLLECTION | ATLANTA, GA

# 2026 Executive Healthcare Labor & Employment Law Conference

WIFI: Username: Tess\_Meeting | Passcode: Meeting3000

**FORDHARRISON**



2026 EXECUTIVE HEALTHCARE LABOR & EMPLOYMENT LAW CONFERENCE

# The Evolving Labor Landscape: How Hospital Leaders Are Responding to Recent NLRB Decisions

**Ed Richards**, Vice President, Labor Relations, Tenet Healthcare

**Adam Eckstein**, Labor & Employment Counsel, LCMC Health

**Scott Medsker**, Vice President, Labor & Employee Relations, HCA Healthcare

**Moderator: Tammie Rattray**, Partner, FordHarrison LLP



SCAN HERE

to connect with Tammie!

WIFI

U: TESS\_MEETING | P: MEETING3000

FORDHARRISON



# How did we get here?

---

**7 - 6 - 5 - 3**



# What does the current Board look like?

---

- » Board: Quorum for the first time in a year, but not a majority
  - » David Prouty (D) (term expires August 2026)
  - » Scott Mayer (R)
  - » James Murphy (R)
  
- » General Counsel: Crystal Carey



# What is on the horizon (hopefully)?

---

- » Employer speech and campaign conduct
- » Protected Concerted Activities
- » Remedies (*Thryv*)
- » Severance agreements and contractual waivers
- » Union organizing and elections
- » Workplace Rules



## What does a “Republican Board” (or any NLRB) mean these days?

---

- » Removal protections under attack (01/2025 firing of Gwynne Wilcox)
- » White House and some Republican alignment with organized labor

AND

- » Constitutional attacks on the Board itself continue



# So are unions ready to quit?

---

- » Overall organizing down, but healthcare remains an outlier
  - » 2025: 306 healthcare representation petitions (22% of all R cases)
- » Union win rates in healthcare remain high (approximately 87%), but units are smaller
  - » 60% of newly organized units (all industries) = 25 or fewer employees



# Panel Agenda

---

- » Introductions
- » Recent Organizing Activity
- » Campaigns
- » Strikes
- » Avoidance/PER
- » Final Thoughts

## Panel Discussion

**Scott Medsker**, Vice President, Labor & Employee Relations, HCA Healthcare

**Adam Eckstein**, Labor & Employment Counsel, LCMC Health

**Ed Richards**, Vice President, Labor Relations, Tenet Healthcare

Moderator:

**Tammie Rattray**,  
Partner, FordHarrison LLP



SCAN HERE

to connect with Tammie!

# The Evolving Labor Landscape: How Hospital Leaders Are Responding to Recent NLRB Decisions